

## Environmental policy statement

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### Our philosophy

At Ganado Advocates we feel that it is our responsibility towards future generations to reduce our environmental impact. We strive to implement this approach on a day-to-day basis and to pass on these values towards our clients.

### Our objective

We understand the environmental cost we create and act towards reducing it. We seek to make responsible choices which contribute towards a better working environment and towards a better world.

We have identified the following as the main causes of our adverse environmental impact:

- The excessive use of energy and natural resources in our offices, such as water, heating and electricity;
- The lack of use of alternative natural resources, such as direct sunlight and renewable energy;
- The lack of awareness of our environmental impact and of methods which can be adopted to reduce this.

To achieve our objective, we aim to:

- Comply with all environmental legislation and regulatory requirements in all our activities;
- Carry out an energy audit on an annual basis and take cognisance of the outcomes thereof;
- Educate all members of Ganado Advocates as to ways and means in which we can reduce our environmental impact;
- Provide the necessary resources to allow a collective lower environmental impact, such as by providing car-sharing opportunities, resources to work towards paper-less offices, and others;
- Ensure that our offices use environment-friendly resources;
- Minimise the amount of waste produced and provide resources for reusing and recycling waste where this is possible; and
- Use environment-friendly suppliers who adopt sound green policies.

This policy will be regularly referred to in decision-making and administrative meetings at Ganado Advocates and will be made available to all our staff, clients and contractors through our website. It will be included in our induction pack given to new joiners and reviewed on a regular basis.